



EQUAL PAY DAY APRIL 10, 2018

8 Amendments to Bill 3 *Pay Transparency Act* to close the gender pay gap

Ontario's Gender Pay Gap is unacceptable: 43% for Indigenous women, 38% for racialized women, 34% for immigrant women, and 29.3% on average for all women.

Stats from 2016 Census Cat #98-400-X2016277

Pay Transparency helps close the gender pay gap by making employers prove they are complying with existing law to deliver discrimination-free pay. But Bill 3, the Ontario government's proposed *Pay Transparency Act*, needs 8 key amendments to ensure the Act is a strong enforcement tool that can truly help close the gap.

- ✓ **Amendment #1:** Extend the Act's Application to all employers with 10 or more employees and the Province's Vendors of Record.
- ✓ **Amendment #2:** Full Transparency Reporting Obligations must be set out in the Act.
- ✓ **Amendment #3:** Mandatory timelines for filing Pay Transparency Reports must be explicit in the Act.
- ✓ **Amendment #4:** Include a strong Purpose Clause to guide interpretation of the rights.
- ✓ **Amendment #5:** Pay Transparency should be enforced through the Pay Equity Office rather than the Labour Board.
- ✓ **Amendment #6:** The Act must include tough penalties for failure to comply.
- ✓ **Amendment #7:** Strengthen workers' protections against using compensation history to depress women's wages.
- ✓ **Amendment #8:** Include a Preamble tied to international human rights commitments.

WOMEN ARE DONE WAITING. SHOW US THE MONEY!

April 10, 2018 is Equal Pay Day. The Equal Pay Coalition calls on the Ontario government to develop a comprehensive strategy to close the gender pay gap.

1. **Strong Pay Transparency** to enforce existing human rights laws.
2. Fully-funded universal, affordable, accessible public **Child Care**.
3. Properly funded pay equity wages for women working in community agencies delivering **important public services** to Ontarians.

Email Premier Wynne and Minister of Labour Flynn and tell them to pass strong pay transparency law to close the gender pay gap!

<http://equalpaycoalition.org/take-action/>

We're #DoneWaiting #ShowUsTheMoney

equalpaycoalition.org